



## **CIVIL RIGHTS SPACE**

### **WHAT'S NEW IN CIVIL RIGHTS**

**October 22, 2008**

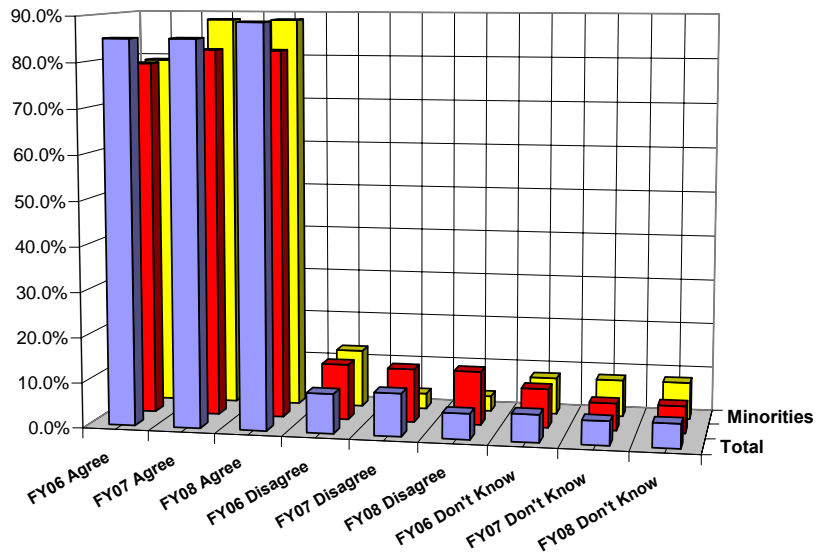
#### **EQUAL OPPORTUNITY REVIEW DATA EXTRACT PART (1)**

The Equal Opportunity review aims to measure unit effectiveness, identify best practices, and make specific recommendations for improvements. Each is preceded by a survey to the workforce of 50 questions, most concerning equal opportunity, which comprehensively measures command climate. Based in part on the questionnaire, EO review teams advise commands in the formulation of actions.

Individual, regional, size-specific data afford the team other helpful analyses and helps the Commanding Officer (CO) compare its assessment against other units reviewed. The following represents aggregate data based on 64 reviews conducted over a 3-year period. Coast Guard requires every CO to conduct Defense Equal Opportunity Climate Surveys within six months of taking command, and annually thereafter.

This entry shows results of questions 6, 7, 8, 11, 14, 21, 32, 35 and 36, which measure attitudes about supervisors, managers and leadership. Other questions measure other factors such as the EO process effectiveness, Racist/Sexist behavior, diversity, and the EO climate. Continue to visit this space as we offer more of these results.

**6. My immediate supervisor assigns duties equally without regard to race, color, gender, religion, national origin, age or disability**

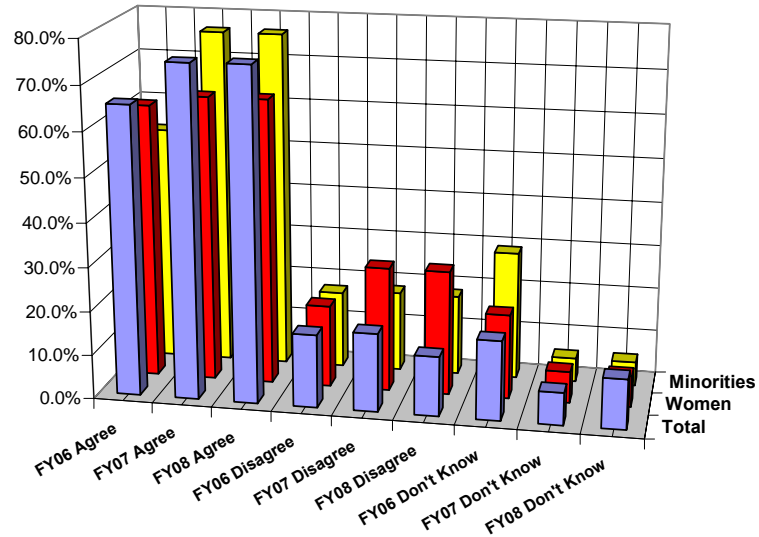


	FY06 Agree	FY07 Agree	FY08 Agree	FY06 Disagree	FY07 Disagree	FY08 Disagree	FY06 Don't Know	FY07 Don't Know	FY08 Don't Know
Total	85.1%	85.2%	88.8%	8.8%	9.5%	5.7%	6.1%	5.3%	5.4%
Women	79.0%	82.1%	82.1%	12.4%	11.9%	11.9%	8.6%	6.0%	6.0%
Minorities	79.1%	88.4%	88.4%	12.8%	3.4%	3.4%	8.1%	8.2%	8.2%

**What this shows:** An upward trend for personnel who agree their supervisor assigns duties without regard to personal factors. The sharpest rise is among minority respondents over the 3-year period.

**What to do:** Leadership by example. Make all assignments based on business reasons, not because of a person's group membership.

**7. Senior Leadership (CO, XO, Department Heads, Division Officers) work to improve the quality of life for all members at my unit**

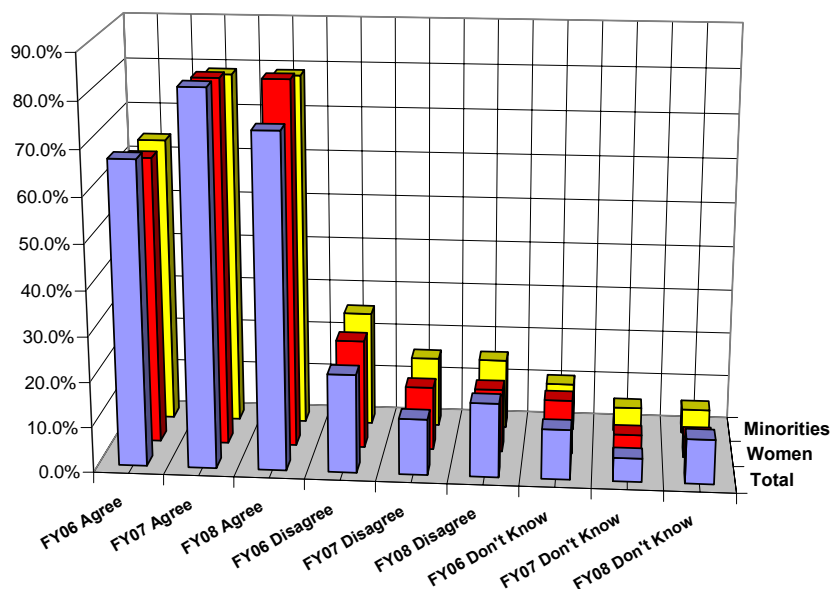


	FY06 Agree	FY07 Agree	FY08 Agree	FY06 Disagree	FY07 Disagree	FY08 Disagree	FY06 Don't Know	FY07 Don't Know	FY08 Don't Know
Total	65.4%	74.9%	75.1%	16.6%	17.8%	13.5%	18.0%	7.4%	11.4%
Women	62.2%	64.7%	64.7%	18.6%	28.2%	28.2%	19.2%	7.1%	7.1%
Minorities	53.5%	76.4%	76.4%	17.4%	18.2%	18.2%	29.1%	5.4%	5.4%

**What this shows:** The trend of employees stating they "Don't Know" if senior leadership actively works to improve the quality of life is considerably reduced.

**What to Do:** Leaders should ask the workforce to suggest concrete, meaningful and visible ways it can improve quality of work life and act swiftly to implement them. Seek short-range low cost ideas which the command can support right away, as well as long-term more costly ones which require more planning.

**8. My unit's senior leadership recognizes members at my unit when they have performed well**

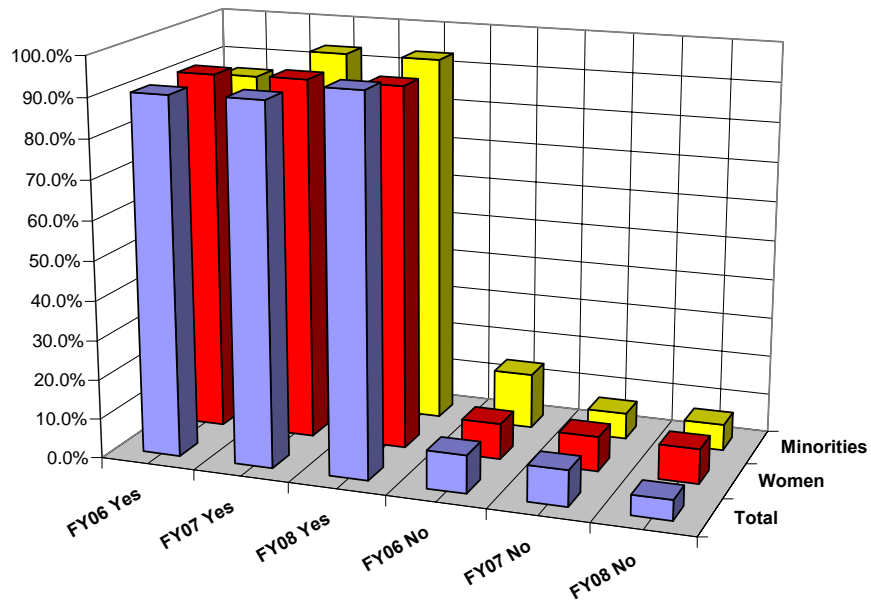


	FY06 Agree	FY07 Agree	FY08 Agree	FY06 Disagree	FY07 Disagree	FY08 Disagree	FY06 Don't Know	FY07 Don't Know	FY08 Don't Know
Total	67.1%	82.4%	73.7%	21.8%	12.4%	16.4%	11.1%	5.2%	9.9%
Women	63.7%	81.2%	81.2%	24.2%	14.1%	14.1%	12.1%	4.7%	4.7%
Minorities	64.0%	78.9%	78.9%	25.6%	15.6%	15.6%	10.5%	5.4%	5.4%

**What this shows:** While trending upward, ample opportunity exists to recognize members for good performance.

**What to do:** Consult with personnel specialists to make sure your unit is maximizing the many possible awards available (military and civilian citations, on-the-spot awards, time off, diversity achievement, innovation, etc.) to showcase and acknowledge personnel who perform well.

**11. My Commanding Officer promotes an atmosphere of Equal Opportunity for all people**

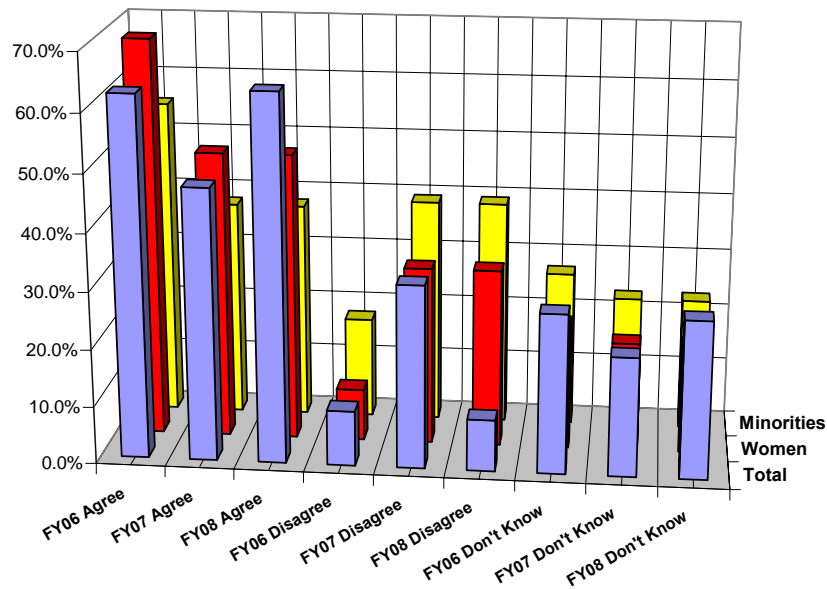


	FY06 Yes	FY07 Yes	FY08 Yes	FY06 No	FY07 No	FY08 No
Total	90.4%	90.9%	94.9%	9.6%	9.1%	5.1%
Women	90.9%	91.3%	91.3%	9.1%	8.8%	8.8%
Minorities	86.0%	93.4%	93.4%	14.0%	6.6%	6.6%

**What this shows:** This question is at the heart of personnel attitudes about leadership. Most Coast Guard personnel believe their command leadership supports equal opportunity for personnel irrespective of personal or protected factors.

**What to do:** By words and actions, Coast Guard leadership should continuously demonstrate to the workforce, behaviors consistent with equal opportunity. Communicate advancement opportunities, support career interests of subordinate employees, know and adhere to personnel regulations, be open to all voices in the command, and ensure fairness in meting out rewards and punishments.

14. My unit's senior leadership actively supports & participates in cultural awareness events

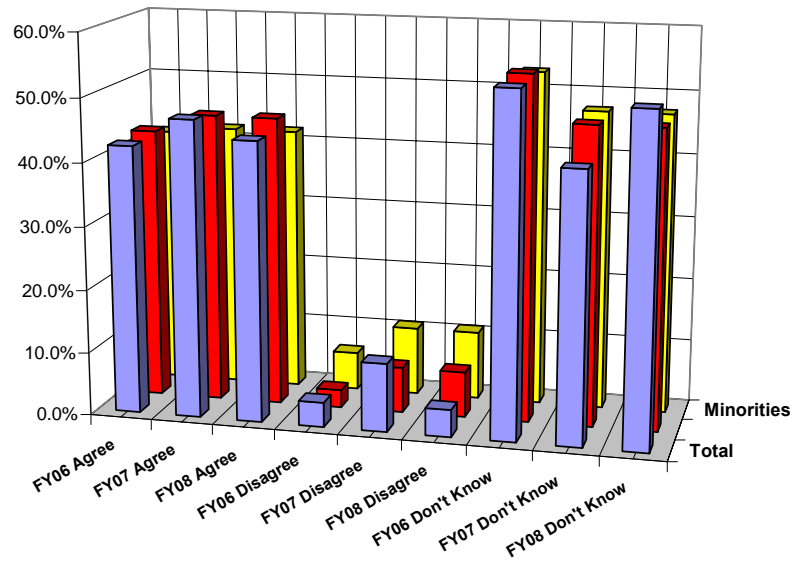


	FY06 Agree	FY07 Agree	FY08 Agree	FY06 Disagree	FY07 Disagree	FY08 Disagree	FY06 Don't Know	FY07 Don't Know	FY08 Don't Know
Total	62.6%	47.3%	63.5%	9.6%	31.9%	9.0%	27.8%	20.8%	27.5%
Women	69.1%	50.0%	50.0%	9.0%	31.0%	31.0%	21.9%	19.0%	19.0%
Minorities	55.3%	37.8%	37.8%	17.6%	39.2%	39.2%	27.1%	23.0%	23.0%

**What this shows:** The number of people who don't know whether or not senior leaders support events has remained steady. (Among other indications, this could suggest irregular attendance on the part of personnel who therefore do not witness who participants.)

**What to do:** Make sure events are outcome-oriented. Exposure to customs, rites, and food samplings may foster an inclusive spirit. However, commands should also look to activities and speakers who break down stereotypes, and events which help recruit a diverse workforce. For example, commands could offer recognition programs, and expose the workforce to local community residents who represent diversity and have made achievements in business, science, academia, or military service. Also, make sure a member of leadership attends each event. Send a communiqué to the workforce on the day of the event encouraging personnel who can attend to do so. These events give junior level personnel the opportunity to lead committees and be visible on programs. Place photos from each event in prominent places for the benefit of those who could not attend.

**21. My Commanding Officer and/or Executive Officer take(s) an active interest in Human Relations Council proceedings**

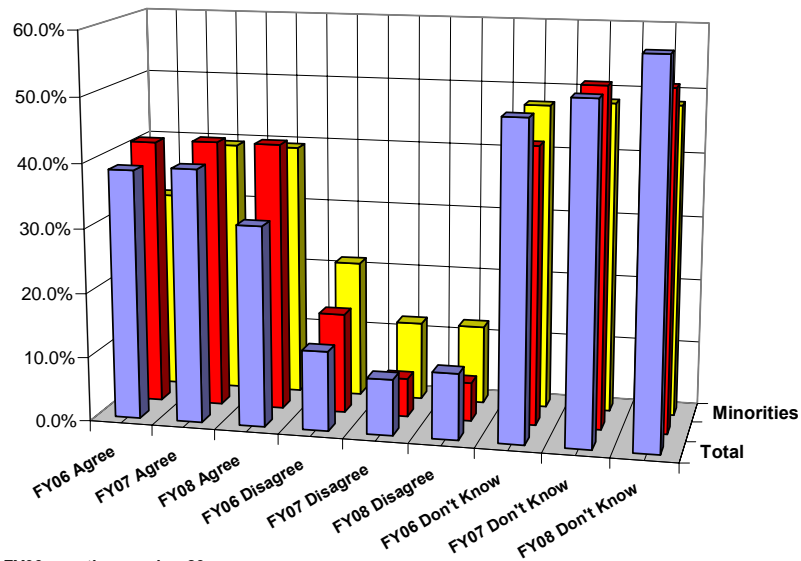


	FY06 Agree	FY07 Agree	FY08 Agree	FY06 Disagree	FY07 Disagree	FY08 Disagree	FY06 Don't Know	FY07 Don't Know	FY08 Don't Know
Total	42.4%	46.9%	44.1%	3.9%	10.8%	4.3%	53.7%	42.3%	51.5%
Women	42.9%	45.8%	45.8%	2.8%	7.2%	7.2%	54.3%	47.0%	47.0%
Minorities	41.0%	41.9%	41.9%	6.0%	10.8%	10.8%	53.0%	47.3%	47.3%

**What this shows:** Many people don't know if leadership supports Human Relations Councils.

**What to do:** Have HRC brief the command, enlist the council as a partner in carrying out equal opportunity efforts. For example, HRC might be able to help the command communicate job vacancies to local community entities. Refer to their meetings at All Hands, or offer the chair an opportunity to introduce her/himself to the crew. Invite and encourage HRC members to post meeting notices, agenda, minutes, and after-action reports in high-traffic areas for all to see.

### 32. My unit's leadership is concerned about diversity in the civilian workforce



NOTE: FY06 question number 29.

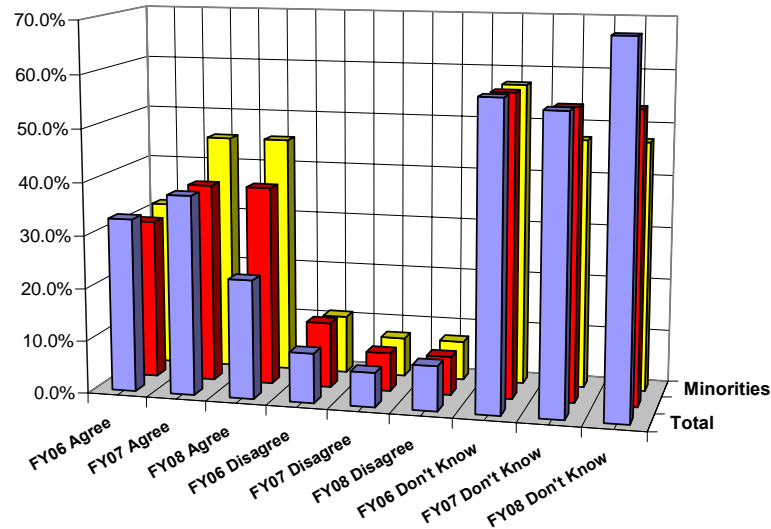
	FY06 Agree	FY07 Agree	FY08 Agree	FY06 Disagree	FY07 Disagree	FY08 Disagree	FY06 Don't Know	FY07 Don't Know	FY08 Don't Know
Total	38.7%	39.3%	31.1%	12.4%	8.7%	10.3%	48.9%	52.0%	58.6%
Women	41.3%	41.7%	41.7%	15.6%	6.0%	6.0%	43.1%	52.4%	52.4%
Minorities	31.0%	39.5%	39.5%	21.4%	12.2%	12.2%	47.6%	48.3%	48.3%

**What this shows:** Personnel are unsure about leadership's concern about diversity. (Employees may be uncertain about what the concept of "diversity" encompasses.)

**What to do:** Diversity, inclusiveness is based on infinite factors, military/civilian, cuttermen/aviator, ascension point, enlisted/officer, geographic location, GS/Wage Grade, etc. Showing respect for all personnel, and requiring it in others, can help a workforce become more consonant in its attitudes and perceptions.



**35. Senior leadership encourages members at my unit to recruit qualified women and minorities for the civilian workforce**



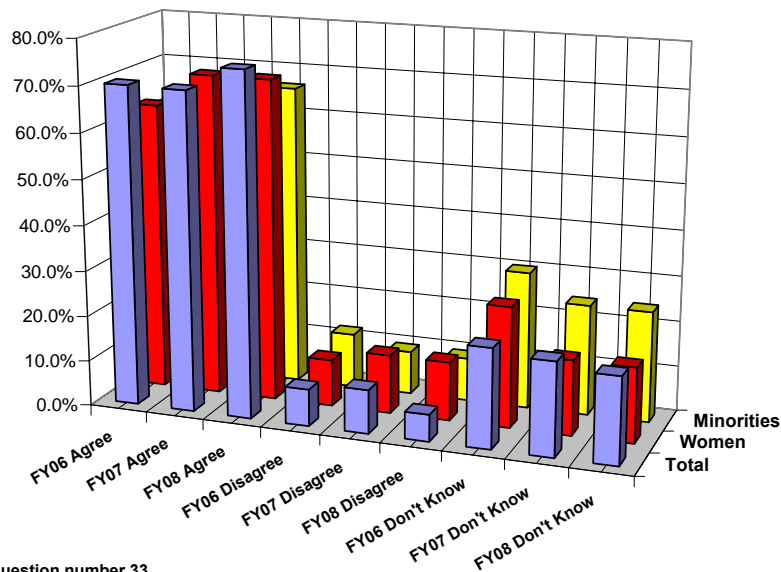
NOTE: FY06 question number 32.

	FY06 Agree	FY07 Agree	FY08 Agree	FY06 Disagree	FY07 Disagree	FY08 Disagree	FY06 Don't Know	FY07 Don't Know	FY08 Don't Know
Total	32.9%	37.8%	22.5%	9.4%	6.5%	8.5%	57.7%	55.7%	69.0%
Women	30.3%	37.8%	37.8%	12.4%	7.3%	7.3%	57.2%	54.9%	54.9%
Minorities	31.7%	45.3%	45.3%	11.0%	7.4%	7.4%	57.3%	47.3%	47.3%

**What this shows:** To a large extent, personnel are unsure as to whether or not leadership is recruiting women and minorities.

**What to do:** Leadership can take actions to make sure a diverse talent pool knows about command vacancies. This should be viewed as a collaborative responsibility that cannot successfully be carried out by civilian personnel alone. Commands are the conduit to a wide distribution of civilian job vacancies to a diverse potential talent pool in the local community; commanding officers are the lynchpins. Again, the unit HRC and other partners can help the command in communicating job vacancies to all employees. As such, further distribution of position vacancy information to community organizations and/or posting on local bulletin boards are additional means of getting the word out.

**36. If I filed a discrimination complaint it would be taken seriously by my command**



NOTE: FY06 question number 33

	FY06 Agree	FY07 Agree	FY08 Agree	FY06 Disagree	FY07 Disagree	FY08 Disagree	FY06 Don't Know	FY07 Don't Know	FY08 Don't Know
Total	70.1%	69.9%	75.1%	8.1%	9.6%	5.9%	21.8%	20.5%	19.0%
Women	63.2%	70.6%	70.6%	10.3%	12.9%	12.9%	26.5%	16.5%	16.5%
Minorities	57.8%	66.2%	66.2%	12.0%	9.5%	9.5%	30.1%	24.3%	24.3%

**What this shows:** The majority of respondents believe commands will take discrimination allegations seriously. Some express uncertainty, though the trend is declining.

**What to do:** Make sure every manager and supervisor is up to date in Human Relations Awareness training. If you perceive they are not, or find the training ineffective for some workplace problems, contract with EEOC Training Institute, USDA schools, or another entity to make sure managers and supervisors fully understand their responsibilities.

We cannot close this entry without acknowledging the EO review teams for the level of professionalism they are applying to the reports they prepare for each unit inspected. In these documents, directed to the CO, the team discusses concrete findings, gives context to best practices and areas of concern, and offers robust recommendations. These are not one-size-fits-all boilerplate documents, but specialized assessments of whether or not each command's practices further or hinder equal opportunity as well as how to shore up weaknesses and build on strengths. In essence, they produce reports of which we all can be proud to bear our office's name and Coast Guard's seal. Feedback indicates that the detailed information team's offer inspected units assist in forming a solid baseline from which to measure progress, and more importantly a framework around which to develop action plans, and meet Coast Guard's civil rights mission.

***Monday, October 14, 2008***

Ready, set, Innovate! Our office is busily working on the content, logistics ... well, just suffice it to say EVERY aspect of the 2008 civil rights conference, scheduled for 17-20 November in Virginia Beach. Our goal is a bi-annual conference for all Civil Rights Service Providers CRSPs, to foster networking even more strong alignment with over-arching Coast Guard and DHS missions. We held the last conference in October 2006 ... the preceding one was almost 6 years prior!

The conference team has contacted all speakers, and the agenda under the theme "Innovation Fuels Diversity," is shaping up to be truly excellent, offering the opportunity to learn and network. The theme reflects our unique link this year with the 2008 USCG Innovation EXPO conference, theme "Collaboration Fuels Innovation." This linkage to EXPO brings Coast Guard's civil right vanguard to one of the most important military areas in the nation. We expect that the shared conference location between us and partners in government, academia and industry who are addressing some of Coast Guard's toughest challenges, will fuel innovation and offer great opportunities for all.

Conference activities will be staged on three different levels, individual, local, and Coast Guard-wide. This responds to feedback from 2006 when participants indicated they valued the exchanges between themselves and CRSPs from other commands. Therefore, look for: (1) opportunities for individual exchange, (2) area-specific sessions, and (3) forums aimed at Coast Guard, DHS-wide consistency.

Were you there? Did you attend the 2006 Conference? If you did, these pictures will remind you of the great learning and networking opportunity we shared. If you didn't, make sure you don't miss it this go-round! Registrations are coming in fast. Contact Ms. Nichole Milline for a registration form.



**We had a full house! Here, participants attend a General Session.**





Admiral Allen presented the Collateral Duty Civil Rights Service Provider of the Year Award. He'll be busy with EXPO duties, but we'll ask him to do the honors again!

Conference staff during a networking break.



- New and veteran CRSPs received recognition.





**▲ EEOC conducted a strategic session for Full Time CRSPs**



**▲ Pictured, our 2006 site in Washington DC. This year, we'll be at the Doubletree in Virginia Beach, 800-222-8733 for reservations.**





**▲ The heartbeat of the conference, our registration desk. Civil Rights staff put on the conference in addition to other duties. Our on-site team provided exemplary customer service.**

**Saturday, October 12, 2008**

We participated in a unique and historic event. One hundred twelve years ago to the exact day, the all-black crew of the Pea Island Lifesaving Station (LSS) performed a daring rescue of passengers and crew of the ES NEWMAN, which ran aground during a hurricane. The Pea Island Life Saving Station was the first in Coast Guard to be staffed by an all-black crew. Under the direction of Keeper Richard Ethridge, the crew was hired from local black men in the community and trained to be watermen in the service of lifesaving. The men who served there performed many rescues between 1880 and its closing in 1947, overcoming seemingly insurmountable obstacles, and along the way inspiring many young people to enter military service. In 1996 the US Coast Guard posthumously awarded the 1896 crew the Gold Lifesaving Medal for their brave E.S. NEWMAN rescue. The Gold Lifesaving Medal is the highest awarded for peace time rescues.



The Pea Island Cookhouse, shown left in 1942, now restored and relocated to the nearby Collins Park in Manteo, NC, was re-dedicated on Saturday as the Pea Island African American Heritage Center and Memorial Gardens. The restored building is now a museum displaying memorabilia, artifacts, relics and pictures of life in the LSS. Saturday's dedication was attended by

many descendents of the crew, survivors of lifesaving missions including descendents of the ES NEWMAN crew, local officials, historians, and well-wishers.



**Many gathered for the dedication and opening of the Pea Island Cookhouse, moved from its original location to a site where it will preserve the memory of the seamen who triumphed over almost insurmountable odds.**





▲ Pea Island Cookhouse being moved to its new location in Collins Park, Manteo, NC.

▲ We witnessed history. Lt Collins (on porch) stands by to open the doors he closed in 1947 when CG de-activated the station, as those gathered look on.



▲ Many descendants of the Collins, Meekins, Berry, and other families attended the dedication.





**▲Rear Admiral (ret.) Stephen Rochon, delivered the keynote speech. Rochon spearheaded the posthumous awarding of the Gold Lifesaving Medal for the Pea Island crew. He is now Director of the Executive Residence and Chief Usher of the White House.**

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